

# ***Headquarters U.S. Air Force***

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***Integrity - Service - Excellence***

## ***Air Force Climate Survey***



**AFMA/MAPP**

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# ***Overview***

- **Purpose**
- **Background**
- **Reports**
- **Using the Results**
- **POC Responsibilities**
- **2005 Timeline**



# ***Purpose***

- **Measures the climate of an organization**
  - **A combination of organizational norms, expectations, and values that impact the overall health of an organization**
- **Measures the Enduring Competencies of supervisors from the respondents' perspective**
- **Provides leaders with a unique wide-angle view of a variety of key factors which effect their unit's state of readiness**
- **Assists leaders in:**
  - **Setting priorities and developing action plans; laying the groundwork for group problem-solving on unit effectiveness**
  - **Measuring changes in attitudes -- historical data**
  - **Comparing their unit to other units -- normative data**



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# ***Background***

- **Charter: Provide actionable feedback to leaders at all levels for the purpose of improving their units**
- **Biennial survey available to all Air Force members including:**
  - **AF Active Duty (AD)**
  - **AF Reserve (RSV)**
  - **Air National Guard (ANG)**
  - **Appropriated Fund civilians**
  - **Non-Appropriated Fund (NAF) civilians**
- **Question set reviewed by behavioral scientists at USAFA and by force development at AFSLMO**
- **Final Report/Analysis provided to SECAF/CSAF**



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# ***Background***

- **Survey available via Web, LAN/Disk, or Word Doc w/ data entry**
- **11 Climate Factors measured**
  - **Job Characteristics**
  - **Participation**
  - **Unit Flexibility**
  - **Training**
  - **Satisfaction**
  - **Job Enhancement**
  - **Performance Outcomes**
  - **Recognition**
  - **Resources**
  - **Unit Characteristics**
- **Enduring Competencies measured**
  - **Tactical**
  - **Operational**
  - **Strategic**



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# ***Reports***

- **Next data collection 1 October - 23 November 05**
- **Rules of Engagement**
  - **Only aggregate results shown for subordinate units**
  - **Specifics of subordinate unit data not releasable**
  - **Developmental (versus administrative) use**
  - **Confidential responses**
- **Unit leaders to receive reports in Feb 2006**
  - **Results online or in PowerPoint format**
  - **Climate questions and ratings**
  - **Comparison reports available**
  - **View aggregate of units higher up parent chain of command**
  - **View aggregate of similar units in MAJCOM and AF**



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# ***Process for Using The Results***



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# ***Major Command POC Responsibilities***

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- **Provide Installation/Wing/Center POCs' info to AFMA survey team**
- **Act as intermediary between Installation/Wing/Center POCs and AFMA survey office**
- **Ensure results are briefed to MAJCOM Commander and staff**
- **Recommend they perform same duties as Installation/Wing/Center POCs for the HQ staff (duties listed on next slide)**



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# ***Installation/Wing POC Responsibilities***

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- **Ensure subordinate units are correctly structured by PAS code**
- **Ensure number assigned for each unit is correct**
- **Add contacts that should receive participation rates and/or a final report**
- **Distribute marketing materials and promote the survey**
- **Oversee survey collection**
- **Provide briefings/updates to installation/wing/center leadership on survey progress**
- **Ensure leadership receives their final reports**
- **Create any special combination reports**



# ***2005 Survey Timeline***

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## **Major Milestones**

- **Installation/Wing/Center POCs identified to Commands** 29 Apr 05
- **ADMIN training for Command and I/W/C POCs** 7 May - 5 Jun 05
- **Command Topics of Interest due** 10 Jun 05
- **ADMIN (unit structure established)** 1 Jun - 31 Aug 05
- **Marketing Campaign** Sep 05 - Feb 06
- **Survey Collection** 1 Oct - 23 Nov 05
- **Data Analysis** Dec 05 - Jan 06
- **SECAF/CSAF Briefed** Feb 06
- **All reports released (after SECAF/CSAF Brief)** Feb 06



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